

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY

#### GOVERNMENT OF GOA

#### Department of Labour

#### Notification

CL/MWA-R/97-Part File/

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 13, dated 25-6-1998, under Notification No. CL/MWA-R/97-Part File/7760 dated 10-3-1998, of the Department of Labour, Government of Goa (hereinafter called the 'said draft notification'), inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 25-6-1998;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa after consulting the Advisory Board hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house" in the State of Goa, as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
1	2	3	4
<b>I. Skilled:</b>			
(1)	Pharmacist/Chemist	Rs. 62/- per day or Rs. 1612/- per month	Rs. 59/- per day or Rs. 1534/- per month
(2)	Driver		
(3)	Supervisor		
(4)	Shoemaker/Slipper Maker		
(5)	Watch Repairer		
(6)	Cutter/Tailor/Sewing		
(7)	Turner		
(8)	Fitter		
(9)	Utensil Maker (Brass and Copper)		
(10)	Machinist		
(11)	Electrician		
(12)	Welder		
(13)	Handicraftsman		
(14)	Metal engraver		
(15)	Optician		
(16)	Glass Polisher (Optician)		
(17)	Sales Representative/Travelling Salesman		
(18)	Wireman		
(19)	Foreman		
(20)	Photographer/Retoucher		
(21)	Block Maker		
(22)	Hair Dresser		
(23)	Mill Operator		
(24)	Carpenter		
(25)	Tinsmith		
(26)	Vulcansier		
(27)	Mechanic		
(28)	Blacksmith		
(29)	Moulder		
(30)	Painter		
(31)	Weighman		

1	2	3	4
(32)	Metal Sprayman	Rs. 62/- per	Rs. 59/- per
(33)	Glass Cutter	day or	day or
(34)	Pastryman	Rs. 1612/-	Rs. 1534/-
(35)	Compounder (with Diploma)	per month	per month
(36)	Computer Operator		

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

#### H. Semi - Skilled:

(1)	Salesman (Counter)	Rs. 54/- per	Rs. 51/- per
		day or	day or
(2)	Assistant Mechanic	Rs. 1404/-	Rs. 1326/-
(3)	Assistant Fitter	per month	per month
(4)	Assistant Electrician		
(5)	Assistant Blacksmith		
(6)	Assistant Carpenter		
(7)	Assistant Welder		
(8)	Assistant Turner		
(9)	Assistant Machinist		
(10)	Assistant Tinsmith		
(11)	Assistant Vulcaniser		
(12)	Assistant Sprayman		
(13)	Assistant Moulder		
(14)	Assistant Painter		
(15)	Assistant Trailer		
(16)	Assistant Glass Cutter		
(17)	Assistant Wireman		
(18)	Cushion Maker		
(19)	Compounder		
(20)	Dhobi/Washerman		
(21)	Ironer/Laundryman		
(22)	Polisher (Carpenter)		
(23)	Baker		
(24)	Pressman		
(25)	Glazer		
(26)	Helper (Hair Dresser)		
(27)	Mali Gardener		
(28)	Lift Attendant		
(29)	Mill Hand		
(30)	Frame Maker		

#### III. Clerical:

A.(1)	Accountant	Rs. 59/- per	Rs. 56/- per
(2)	Steno-typist	day or	day or
(3)	Telephone Operator	Rs. 1534/-	Rs. 1456/-
		per month	per month
B.(1)	Clerk	Rs. 55/- per	Rs. 52/- per
(2)	Store Clerk	day or	day or
(3)	Tally Clerk	Rs. 1430/-	Rs. 1352/-
(4)	Store Keeper	per month	per month
(5)	Typist		
(6)	Receptionist		
(7)	Godown Keeper		

#### IV. Unskilled:

(1)	Chowkidar	Rs. 51/- per	Rs. 48/- per
(2)	Cleaner	day or	day or
(3)	Labourer	Rs. 1326/-	Rs. 1248/-
(4)	Loader/Unloader	per month	per month
(5)	Attendant		
(6)	Mazdoor		
(7)	Sweeper		
(8)	Helper		
(9)	Peon		
(10)	Delivery boy/Messenger		
(11)	Packer		
(12)	Assistant Salesman		
(13)	Watchman		
(14)	Office boy		
(15)	Pump attendant		
(16)	Newspaper delivery boy		

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

#### Explanation:—

- I. (a) Zone 'A' shall comprise the areas within the Municipal limits of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim and the establishments located in the Industrial estates set up by the Industrial Development Corporation or E. D. C., Panaji, or any other statutory organisations;
- (b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.
- II. (a) The minimum rates of wages shall consist of an all inclusive rates of wages;
- (b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise;
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

- III. (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job;
- (b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance;
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which is called for initiative and judgement.

- IV. The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- V. Both male and female workmen shall be paid the same rates of wages revised for the category and for similar work.
- VI. In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
- VII. The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.
- VIII. The minimum rates of wages revised is an all inclusive rates including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

*R. S. Mardolker*, Commissioner, Labour & Ex-Officio Joint Secretary (Labour).

Panaji, 23rd October, 1998.

#### Notification

CL/MWA-R/97/Part-File/

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "Employment in any residential hotel, restaurant or eating house", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I, No. 15, dated 9-7-1998, under Notification No. CL/MWA-R/97/Part-File/7761 dated 10-3-1998, of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification') inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 9-7-1998;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after consulting the Advisory Board, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in "Employment in any residential hotel, restaurant or eating house" in the State of Goa, as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone-A	Zone-B	Zone-C
1	2	3	4	5

#### I. Skilled:

(1) Cook or Head Cook	Rs. 1396/- per month	Rs. 1316/- per month	Rs. 1266/- per month
(2) Achari			
(3) Maharaj			
(4) Basoya			
(5) Ustad			
(6) Bavarchi			
(7) Khansama			
(8) Manager			
(9) Accountant			
(10) Sweetmeat maker or Farsan-maker (Malwalla)			
(11) Clerk			
(12) Telephone Operator			
(13) Electrician			
(14) Tailor			
(15) Carpenter			
(16) Head Pantryman			
(17) Gardener who is doing the work of planting			
(18) Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)			
(19) House Keeper			
(20) Head Waiter			
(21) Butler			
(22) Supervisor			
(23) Steward			
(24) Cashier			
(25) Head Baker			
(26) Mistry			
(27) Store Keeper			
(28) Barman			

Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.

#### II. Semi-Skilled:

(1) Assistant Manager	Rs. 1286/- per month	Rs. 1246/- per month	Rs. 1196/- per month
(2) Assistant Malwala			
(3) Samosa-wala			
(4) General workers (relieved or one who attend to two or more duties of semi-skilled categories).			
(5) Rotiwala			
(6) Chapatiwala			
(7) Puriwala			
(8) Dosawala			
(9) Tandur-Rotiwala			
(10) Bhajiwala			
(11) Ice-creamwala (Ice-cream preparer one who takes out ice-cream and aerated waters).			

1	2	3	4	5
(12)	Pantryman (one who prepares sandwiches, toasts, faloodas, omlette etc.)	Rs. 1286/-	Rs.1246/-	Rs. 1196/-
(13)	Mandiwala-cum-coffee/tea maker			
(14)	Liftman			
(15)	Handiwalla (Asstt. Cook)			
(16)	Wireman			
(17)	Assistant Cook			
(18)	Billard Maker			
(19)	Standwala (Tea Maker)			
(20)	Market Man			
(21)	Boiler Man			
(22)	Fountain Barman			
(23)	Pumpman			
(24)	Gas Filer			

## II. Semi-Skilled:

- (25) Fountainman (who prepares syrups, Ice-creams, fruit salad, etc.)
- (26) Falooda maker
- (27) Syrup maker
- (28) Lassewala-cum-salesman
- (29) Waiter-cum-tablewala
- (30) Vendor (who keeps accounts)
- (31) Orderwala (shouting bill or writing bills)
- (32) Kabab Seekwala
- (33) Bhelpuriwala
- (34) Floor waiter

Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.

### III. Unskilled:

	Rs. 1216/-	Rs. 1206/-	Rs. 1188/-
(1) Gaze boy	per month	per month	per month
(2) Game boy			
(3) Bell boy			
(4) Page boy			
(5) Room boy			
(6) Tea boy			
(7) Class boy			
(8) Dish boy			
(9) Water boy			
(10) Order boy			
(11) Pantry boy			
(12) Kitchen boy			
(13) Office boy			
(14) Message boy			
(15) Soda fountain boy			
(16) Sweeper			
(17) Cleaner			
(18) Hamal			
(19) Jamadar			
(20) Coolie			
(21) Mazdoor			
(22) Gadi			
(23) Chokra			
(24) Boy			
(25) Pantewala Panikachem burwala			

1	2	3	4	5
(26)	Paniwala	Rs. 1216/- per month	Rs. 1206/- per month	Rs. 1188/- per month
(27)	Cupwala			
(28)	Dishwala			
(29)	Babdiwala			
(30)	Horiwala			
(31)	Kholiwala (Room boy not doing the work of waiter)			
(32)	Madaniwala (one who fills the dishes)			
(33)	Lassiwala			
(34)	Orderwala			
(35)	Chatniwala			
(36)	Phatakwal			
(37)	Vadpi (Server)			
(38)	Waterman			
(39)	Laundryman			
(40)	Lemonman			
(41)	Billard Boy			
(42)	Grain cleaner (male or female)			
(43)	Miscellaneous workers (that is to say workers doing all or some of the job of unskilled nature)			
(44)	Vendor or Bharwala not working on commi- ssion basis and not entrusted with respon- sibility of accounts.			
(45)	Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries			

*Explanation:—*

**Zone A :—** Comprises the area within the limits of Municipalities such as, Panaji, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of Zone “A” shall apply to workmen employed in any Star Hotel irrespective of its zonal location.

**Zone B :—** Comprises the area within the limits of the places of Bicholim, Pernem, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga and Curchorem.

**Zone C :—** Comprises all other places in the State of Goa not covered under Zone "A" and Zone "B".

"The minimum rates of wages shall consist of all inclusive rates allowing for the basic rate, the cost of living allowance and the cash value of the concession.

The amount deductible as food allowance shall be uniformly Rs. 235/-, Rs. 220/- and Rs. 205/- per month, in Zone A, Zone B and Zone C, respectively.

(1)(a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;

(b) Semi skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or Vocational institute and performance of which calls for initiative and judgement.

(2) The minimum rates of Wages are applicable to employees engaged by the principal employer, contractors or sub-contractors, etc.

(3) Both men and women workers shall be paid the same rates of wages revised for the same category and for equal work.

(4) In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(5) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

(6) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner, Labour and Ex-Officio Joint Secretary (Labour).

Panaji, 23rd October, 1998.

#### Notification

CL/MWA-R/97-Part File/

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "(i) Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone crushing and (iii) Maintenance of building", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 4, dated 23-4-1998, under Notification No. CL/MWA-R/97/Part File/7362 dated 10-3-1998, of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 23-4-1998;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after consulting the Advisory Board hereby revises, with effect from the date of publication of this Notification in the Official Gazette, The minimum rates of wages payable to the various categories of employees employed in "Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone crushing and (iii) Maintenance of building" in the State of Goa, as specified in Schedule below:—

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
(1)	Beldar	Rs. 52/- per day or
(2)	Brick Moulder	Rs. 1352/- per month.
(3)	Chainman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title turner	

#### I. Unskilled:

(14)	Bhisti	Rs. 51/- per day or
(15)	Bullock cart driver	Rs. 1326/- per month
(16)	Coolie	
(17)	Hamal	
(18)	Khalasi	
(19)	Labourer	
(20)	Manai	
(21)	Mazdoor	
(22)	Sweeper	
(23)	Watchman	
(24)	Water carrier	
(25)	Bajri Spreader	
(26)	Beatr Woman	
(27)	Bellow Woman	
(28)	Bucket man	
(29)	Carrier (Stone)	
(30)	Cart man	
(31)	Care taker (Bridge)	
(32)	Cleaner	

1	2	3	1	2	3
(33)	Concrete (hand mixer)	Rs. 51/- per day	(33)	Head Chowkidar	Rs. 59/- per day or
(34)	Daffadar	Rs. 1326/- per month	(34)	Bhandhari	Rs. 1534/- per month
(35)	Driver (bullock)		(35)	Mate	
(36)	Flag Man		(36)	Mazdoor	
(37)	Gangman		(37)	Pump attendant	
(38)	Kamin		(38)	Sprayman (Bittuman, Tar etc.)	
(39)	Gate man		(39)	Stone Cutter	
(40)	Kamp Man		(40)	Tinsmith	
(41)	Searcher		(41)	Farrash	
(42)	Signal man		(42)	Mukadam	
(43)	Strikers		(43)	Laboratory boy	
(44)	Trolly man		(44)	Rackman	
(45)	Valve Controller		(45)	Balashawala	
(46)	Wooderman		(46)	Bhisti	
(47)	Berryman		(47)	Cane weaver	
(48)	Mucchers, Jamadars		(48)	Chain man (Head)	
(49)	Singers		(49)	Driller	
	Any other category by whatever name called which is of unskilled nature.		(50)	Driller (Hole Rock)	
			(51)	Fireman	
			(52)	Gate Keeper	
			(53)	Grinder	
			(54)	Garser-cum-Fireman	
			(55)	Hammerman	
			(56)	Jamadar	
			(57)	Oilman	
			(58)	Storeman	
			(59)	Boilerman	
				Any other category by whatever name called which is of semi-skilled nature.	
II. Semi-Skilled/Unskilled Supervisory:			III. (A) Highly Skilled:		
(1)	Brick Layer (Class II)	Rs. 59/- per day or	(1)	Mason (Plaster and Paris Ornamental work and ceiling)	Rs. 69/- per day or
(2)	Cook	Rs. 1534/- per month	(2)	Painter (Artist First Class)	Rs. 1794/- per month.
(3)	Carpenter		(3)	Foreman	
(4)	Driller (hole rock)				
(5)	Driller		III. (B) Highly Skilled:		
(6)	Excavator		(4)	Assistant Foreman	Rs. 65/- per day or
(7)	Fitter (Assistant Semi-skilled)		(5)	Armature (Winder Grade I)	Rs. 1690/- per month
(8)	Head Surveyor		(6)	Furniture carpenter	
(9)	Blacksmith		(7)	Fitter	
(10)	Mason (brick layer, Second Class)		(8)	Head mistri	
(11)	Quarry man		(9)	Highly skilled electrician	
(12)	Quarry Operator		(10)	Head mechanic	
(13)	Mate (blacksmith carpenter)		(11)	Head plumber	
(14)	Stone breaker		(12)	Mason (stone work ornamental)	
(15)	Stone man		(13)	Tinsmith	
(16)	Stone cutter (Higher Grade)		(14)	Welder	
(17)	Upholstered (Grade II)		(15)	Wireman Grade I	
(18)	Sewer Layer (1st Class and Hatcher)		(16)	Welder-cum-fitter	
(19)	Bearer		(17)	Decorator	
(20)	Bhisti (with mask)		(18)	Air-conditioner	
(21)	Beldar			Any other category by whatever name called involving work of highly skilled nature.	
(22)	Artisan Helper				
(23)	Brick/tile moulder				
(24)	Cane weaver				
(25)	Charpoy/Stringer				
(26)	Cleaner (Truck Road Roller, Concrete Mixer etc.)				
(27)	Colour/White Washer				
(28)	Cane Man				
(29)	Daftri				
(30)	Fireman				
(31)	Glazier				
(32)	Fitter				

1	2	3	1	2	3
IV (A) Skilled:			(46)	Technical assistant	Rs. 60/- per day or
(1)	Assistant Artist Painter	Rs. 63/- per day or	(47)	Cabinet maker	Rs. 1560/- per month.
(2)	Armature Winder (Grade II)	Rs. 1638/- per month	(48)	Moulder (Brick tiles)	
(3)	Mistry Grade I		(49)	Road inspector	
(4)	Oil Painter Class I		(50)	Panmon	
(5)	Plumber licensed, Class I		(51)	Navgani	
(6)	Mason (Plaster of Paris Wall)		(52)	Tyre vulcaniser	
Any other category by whatever name called which is of skilled category.			V. Clerical:		
(B) Skilled:			(1)	Clerk	Rs. 63/- per day or
(7)	Brick Layer Mason (Class I)	Rs. 60/- per day or	(2)	Commuter	Rs. 1638/- per month
(8)	Blacksmith (Class I)	Rs. 1560/- per month.	(3)	Store clerk	
(9)	Carpenter (Class I)		(4)	Store issuer	
(10)	Concrete mixer maker		(5)	Accounts clerk	
(11)	Concrete mixer operator		(6)	Store keeper (Grade I, II, etc.)	
(12)	Driver (Road Roller, Concrete Mixer Truck)		(7)	Tally clerk	
(13)	Driver (Motor Vehicle)		(8)	Time Keeper	
(14)	Driver (Truck, diesel engine)		(9)	Tool Keeper	
(15)	Distemperer		(10)	Telephone Operator	
(16)	Electrician		(11)	Typist	
(17)	Head man (wall sinking)		(12)	Computer	
(18)	Mistri		Any other category by whatever name called which is of a clerical nature.		
(19)	Mason (Stone work)		VI. Supervisory:		
(20)	Gladier		(1)	Section Officer/Junior Engineers.	Rs. 71/- per day or
(21)	Line man		(2)	Supervisor	Rs. 1846/- per month
(22)	Machinist		(3)	Overseer	
(23)	Mechanic		VII. Special:		
(24)	Meter reader		(1)	Bullock-Cart Man with double Bullocks	Rs. 81/- per day or
(25)	Moulder		(2)	Bullock-cart man with single Bullock.	Rs. 2106/- per month.
(26)	Head Cook		Explanation: —		
(27)	Operator (Cinema Projector) (Compressor, Crane dumper), excavator, generator, pump tractor, Vibrator, etc.)		(1)	Where in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.	
(28)	Plaster		(2) (a)	Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;	
(29)	Plumber		(b)	Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.	
(30)	Driver		(c)	Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational	
(31)	Pump men				
(32)	Pump engine driver				
(33)	Stone cutter (Class I)				
(34)	Upholsterer				
(35)	Stone chiseller				
(36)	Painter (Oil painter Class II, letter writer).				
(37)	Fitter				
(38)	Tinsmith				
(39)	Wood cutter				
(40)	White washer (Grade I)				
(41)	Tradesman				
(42)	Turner				
(43)	Work Assistant				
(44)	Tracer technical assistant				
(45)	Tracer				

institute and the performance of which calls for initiative and judgement.

- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (4) The minimum rates of wages revised are in all inclusive rates including the wages for weekly day of rest.
- (5) Both men and women workers shall be paid the same rates of wages for the same category and for equal work.
- (6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
- (7) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner, Labour & Ex-Officio Joint Secretary (Labour).

Panaji, 23rd October, 1998.

#### Notification

CL/MWA-R/97-Part File/

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "Employment in Automobile Repairing Workshops and Garages", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 3, dated 16-4-1998, under Notification No. CL/MWA-R/97/7758 dated 10-3-1998, of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 16-4-1998;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the

Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after consulting the Advisory Board hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in "Employment in Automobile Repairing Workshops and Garages" in the State of Goa, as shown in Schedule below:—

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

#### I. Supervisory and highly Skilled Staff:

(1)	Manager	Rs. 71/- per day or
(2)	Engineer	Rs. 426/- per week or
(3)	Foreman	Rs. 1846/- per month
(4)	Head Clerk	
(5)	Head Mechanic	
(6)	Accountant	

#### II. Mechanic Grade:

(1)	Engine Mechanic	Rs. 67/- per day or
(2)	Fitters	Rs. 402/- per week or
(3)	Machinist	Rs. 1742/- per month
(4)	Painter	
(5)	Tinsmith	
(6)	Carpenter	
(7)	Electrician	
(8)	Welder	
(9)	Blacksmith	
(10)	Borer	
(11)	Auto-Electrician	
(12)	Vulcaniser	
(13)	Driller	

#### III. General Staff:

(1)	Assistant Accountant	Rs. 67/- per day or
(2)	Clerk	Rs. 402/- per week or
(3)	Typist	Rs. 1742/- per month
(4)	Cashier	
(5)	Telephone Operator	
(6)	Store Keeper	
(7)	Salesman	
(8)	Time keeper	
(9)	Bill Collector	
(10)	Driver	
(11)	Booking Clerk	
(12)	Store Clerk	
(13)	Steno Typist	
(14)	Tally Clerk	
(15)	Receptionist	
(16)	Supervisor	

#### IV Semi-Skilled (Grade-I):

(1)	Assistant Electrician (Grade I)	Rs. 61/- per day or
(2)	Assistant Mechanic (Grade I)	Rs. 366/- per week or
(3)	Assistant Fitter (Grade I)	Rs. 1586/- per month
(4)	Assistant Blacksmith (Grade I)	
(5)	Assistant Carpenter (Grade I)	
(6)	Assistant Welder (Grade I)	



1	2	3
(7)	Assistant Turner (Grade I)	Rs. 61/- per day or
(8)	Assistant Machinist (Grade I)	Rs. 366/- per week or
(9)	Assistant Cushion Maker (Grade I)	Rs. 1586/- per month
(10)	Assistant Vulcaniser (Grade I)	
(11)	Assistant Painter (Grade I)	
(12)	Assistant Boring Barman (Grade I)	
(13)	Assistant Sprayman (Grade I)	
(14)	Assistant Batteryman (Grade I)	
(15)	Assistant Tinsmith (Grade I)	
(16)	Office Assistant (Grade I)	

V Semi-Skilled (Grade II):

(1)	Assistant Electrician (Grade II)	Rs. 55/- per day or
(2)	Assistant Mechanic (Grade II)	Rs. 330/- per week or
(3)	Assistant Fitter (Grade II)	Rs. 1430/- per month
(4)	Assistant Blacksmith (Grade II)	
(5)	Assistant Carpenter (Grade II)	
(6)	Assistant Welder (Grade II)	
(7)	Assistant Turner (Grade II)	
(8)	Assistant Machinist (Grade II)	
(9)	Assistant Cushion Maker (Grade II)	
(10)	Assistant Vulcaniser (Grade II)	
(11)	Assistant Painter (Grade II)	
(12)	Assistant Boring Barman (Grade II)	
(13)	Assistant Sprayman (Grade II)	
(14)	Assistant Batteryman (Grade II)	
(15)	Assistant Tinsmith (Grade II)	
(16)	Office Assistant (Grade II)	

VI. Unskilled:

(1)	Cleaner	Rs. 51/- per day or
(2)	Mazdoor	Rs. 306/- per week or
(3)	Coolie	Rs. 1326/- per month
(4)	Sweeper	
(5)	Helper	
(6)	Peon	
(7)	Chowkidar	
(8)	Watchman	
(9)	Pump-Serviceman	
(10)	Vehicle Attendant	
(11)	Petrol Pump Attendant	
(12)	Office Boy	
(13)	Attendant	
(14)	Messenger	

Explanation:—

- (1) Where in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Wage Board for Employment in Automobile Repairing Workshop and garages or by agreement/settlement or contract or contractors regulations attached to the conditions of contract, the higher rates shall be payable as minimum wages under this Notification.

- (2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;
- (b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily bhatta/food allowance.
- (4) Both men and women workers shall be paid same rates of wages for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
- (6) The minimum rates of wages payable to an adolescent, certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner, Labour & Ex-Officio Joint Secretary (Labour).

Panaji, 23rd October, 1998.

Notification

CL/MWA-R/97-Part File/

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "Employment in Agriculture", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 8, dated 21-5-1998, under Notification No. CL/MWA-R/97/Part-File/7757 dated 10-3-1998, of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 21-5-1998;

And whereas no objections and suggestions have been received from the public on the draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the

Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after consulting the Advisory Board hereby revises, with effect from the date of publication of this Notification in the Official Gazette, minimum rates of wages payable to the various categories of employees employed in "Employment in Agriculture" in the State of Goa, as specified in the Schedule below:—

### SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive Minimum rates of Wages
1	2	3

#### I. Farm Servants or Attached Worker:

- |     |                       |                      |
|-----|-----------------------|----------------------|
| (1) | Adult Farm Servant    | Rs. 1820/- per month |
| (2) | Adult Cleaner/Sweeper | Rs 1560/- per month  |

#### II. Agricultural Operation:

- |      |               |   |
|------|---------------|---|
| (3)  | Ploughing     | Rs. 67/- per day or<br>Rs. 402/- per week<br>Rs. 88/- per day with<br>bullocks or<br>Rs. 528/- per week |
| (4)  | Threshing     | Rs. 67/- per day or<br>Rs. 462/- per week   |
| (5)  | Sowing        | Rs. 66/- per day or<br>Rs. 396/- per week   |
| (6)  | Winnowing     | Rs. 67/- per day or<br>Rs. 462/- per week   |
| (7)  | Transplanting | Rs. 66/- per day or<br>Rs. 396/- per week   |
| (8)  | Harvesting    | Rs. 66/- per day or<br>Rs. 396/- per week   |
| (9)  | Uprooting     | Rs. 58/- per day or<br>Rs. 348/- per week   |
| (10) | Irrigation    | Rs. 58/- per day or<br>Rs. 348/- per week   |
| (11) | Weeding       | Rs. 58/- per day or<br>Rs. 348/- per week   |
| (12) | Manuring      | Rs. 58/- per day or<br>Rs. 348/- per week   |

#### III. Allied Operation Skilled Labour:

- |      |            |   |
|------|------------|---|
| (13) | Carpenter  | Rs. 73/- per day or<br>Rs. 438/- per week |
| (14) | Blacksmith | Rs. 75/- per day or<br>Rs. 450/- per week |
| (15) | Cobler     | Rs. 70/- per day or<br>Rs. 420 per week   |

#### IV. Unskilled Operation:

- |      |               |   |
|------|---------------|---|
| (16) | Mazdoor/Manai | Rs. 58/- per day or<br>Rs. 348/- per week |
|------|---------------|---|

1	2	3
---	---	---

#### V. Dairy Framing and Raising of livestock:

- |      |                            |   |
|------|----------------------------|---|
| (17) | Shed Attendant             | Rs. 58/- per day or<br>Rs. 348/- per week |
| (18) | Milkman                    | Rs. 59/- per day or<br>Rs. 354/- per week |
| (19) | Cleaner/Sweeper/Mazdoor    | Rs. 58/- per day or<br>Rs. 348/- per week |
| (20) | Grazer/Livestock Attendant | Rs. 58/- per day or<br>Rs. 348/- per week |

#### VI. Poultry and Bee Farming:

- |      |           |   |
|------|-----------|---|
| (21) | Attendant | Rs. 58/- per day or<br>Rs. 348/- per week |
|------|-----------|---|

#### VII. Horticulture:

- |      |                        |   |
|------|------------------------|---|
| (22) | Gardener               | Rs. 59/- per day or<br>Rs. 354/- per week |
| (23) | Horticulture Assistant | Rs. 61/- per day or<br>Rs. 366/- per week |

#### VIII. Forestry and Timbering:

- |      |             |   |
|------|-------------|---|
| (24) | Tree Feller | Rs. 61/- per day or<br>Rs. 366/- per week |
| (25) | Mazdoor     | Rs. 58/- per day or<br>Rs. 348/- per week |

#### IX. General:

- |      |                          |   |
|------|--------------------------|---|
| (26) | Digging                  | Rs. 58/- per day or<br>Rs. 348/- per week |
| (27) | Stacking                 | Rs. 58/- per day or<br>Rs. 348/- per week |
| (28) | Pump Operator            | Rs. 59/- per day or<br>Rs. 354/- per week |
| (29) | Coconut/Arecanut Plucker | Rs. 80/- per day or<br>Rs. 480/- per week |

#### Explanation:—

- Where in any area in the Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor;
- Both men and women workers shall be paid same rates of wages for the same category and for equal work.

- (4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates of wages revised under this Notification.
- (5) The minimum rates of wages revised are all inclusive including for weekly day of rest.
- (6) The existing practice of giving meals, foodgrains, etc. shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner, Labour & Ex-Officio Joint Secretary (Labour).

Panaji, 23rd October, 1998.

### Notification

CL/MWA-R/97-Part File/

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "Employment in Motor Transport Undertakings and Employment in Public Motor Transport", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 48, dated 26-2-1998, under Notification No. CL/MWA-MT/97/5558 dated 10-3-1998, of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 26-2-1998;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after consulting the Advisory Board hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in "Employment in Public Motor Transport undertakings and Employment in Public Motor Transport" in the State of Goa, as specified in the Schedule below:—

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

#### I. Unskilled:

- |               |                  |
|---------------|------------------|
| (1) Peon      | Rs. 54/- per day |
| (2) Chowkidar |                  |
| (3) Sweeper   |                  |
| (4) Porter    |                  |

1	2	3
(5) Cleaner		Rs. 54/- per day
(6) Helper		
(7) Mazdoor		
(8) Watchman		
(9) Coolie		
(10) Any other category by whatever name called which is of unskilled nature.		

#### II. Semi-Skilled:

- |  |                  |
|--|------------------|
| (1) Electrician (Helper)   | Rs. 56/- per day |
| (2) Mechanic (Helper)  |                  |
| (3) Fitter (Helper)  |                  |
| (4) Blacksmith (Helper)  |                  |
| (5) Carpenter (Helper)   |                  |
| (6) Welder (Helper)  |                  |
| (7) Turner (Helper)  |                  |
| (8) Machinist (Helper)   |                  |
| (9) Cushion maker (Helper)   |                  |
| (10) Vulcanizer (Helper)   |                  |
| (11) Painter (Helper)  |                  |
| (12) Boring Barman   |                  |
| (13) Sprayman  |                  |
| (14) Conductor   |                  |
| (15) Any other category by whatever name called which is of semi-skilled nature. |                  |

#### III. Skilled:

- |   |                  |
|---|------------------|
| (1) Mechanic  | Rs. 61/- per day |
| (2) Fitter  |                  |
| (3) Electrician   |                  |
| (4) Blacksmith  |                  |
| (5) Carpenter   |                  |
| (6) Welder  |                  |
| (7) Turner  |                  |
| (8) Boring Barman   |                  |
| (9) Machinist   |                  |
| (10) Cushion maker  |                  |
| (11) Tinsmith   |                  |
| (12) Vulcanizer   |                  |
| (13) Painter  |                  |
| (14) Spray Painter  |                  |
| (15) Re-trader  |                  |
| (16) Moulder  |                  |
| (17) Lineman  |                  |
| (18) Any other category by whatever name called which is of skilled nature. |                  |

#### IV. Highly Skilled:

- |   |                  |
|---|------------------|
| (a) (1) Head Mechanic                                   | Rs. 67/- per day |
| (2) Garage Supervisor                                   |                  |
| (3) Driver (Goods transport)                            |                  |
| (b) Drive (Light Vehicles, passenger transport and bus) | Rs. 58/- per day |

#### V. General Staff: (Clerical, etc.)

- |                   |                  |
|-------------------|------------------|
| (a) (1) Clerk     | Rs. 65/- per day |
| (2) Typist        |                  |
| (3) Booking Clerk |                  |
| (4) Store Clerk   |                  |

1	2	3
(5)	Store Keeper	Rs. 65/- per day
(6)	Ledger Keeper	
(7)	Steno Typist	
(8)	Receptionist	
(9)	Checker	
(10)	Cashier	
(11)	Accounts Clerk	
(12)	Time-Keeper	
(13)	Telephone Operator	
(14)	Store Issuer	
(15)	Tally Clerk	
(b) (1)	Head Clerk	Rs. 68/- per day
(2)	Auditor/Accountant	
(3)	Head Cashier	

*Explanation:—*

- (1) Where in any area/establishment in the Scheduled employment, wages fixed and/or revised under this Notification are lower than the wages fixed by agreement/settlement or contract or contractors regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job;
- (b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the

supervision or guidance of skilled employee and includes unskilled supervisory work.

- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer's or contractor/s or sub-contractor/s, etc.
- (4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, dearness allowance and interim relief but does not include bhatta/food allowance/travelling allowance/H.R.A./Washing allowance/similar payments.
- (5) Both men and women workers shall be paid the same rates of wages for the same category and for equal work.
- (6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*R. S. Mardolker*, Commissioner, Labour & Ex-Officio Joint Secretary (Labour).

Panaji, 23rd October, 1998.